



KEEPING THE CAPITOL COMPLEX BEAUTIFUL DESPITE WATER RESTRICTIONS

By TROY A. EID
EXECUTIVE DIRECTOR, DPA

Even though the State was fortunate to receive some late spring snowstorms bringing much needed moisture, Colorado's drought conditions are far from being over. The good news is that much of Colorado has experienced average or above average snow-pack levels in the high country this season. However, it will still take at least two more years of similar precipitation levels to fill most of Colorado's major reservoirs. With this in mind and in anticipation of another hot, dry summer, the Department of Personnel & Administration (DPA) has taken several steps to manage our water resources more efficiently.

Since April of this year, DPA has reduced the number of vehicle washes by over 50% for both State Fleet and non-State Fleet vehicles. Our Motor Pool is now limiting washes to no more than twice per month and will continue to do so until the State's drought situation has passed. Previously the vehicles were washed whenever they got dirty to keep them in the best possible condition for our downtown customers. The vehicles may not be as clean on the outside as our customers are used to, but we will make every effort to ensure that the interior is maintained to our same high standards. We think this is a small price to pay for doing all we can to ease the water burden on the state, and to set an example for others.

Also this spring, DPA's Capitol Complex, the unit responsible for the maintenance of 14 state buildings and 7½ acres, installed new sprinkler clocks. These clocks

provide more reliable control of the irrigation systems, reduce unnecessary watering, and enhance our ability to confirm watering times and check irrigation zones. Additionally, we have purchased smaller nozzles for the sprinkler pop-ups limiting the amount of over-spray along the parkways and added new sprinklers to increase coverage and decrease run times for some zones.



The Capitol Complex Grounds Crew is working to keep the State Capitol Grounds and Lincoln Park in shape while remaining within water restriction guidelines.

Finally, this year Capitol Complex will be planting only 1/3 of the flowers usually found around the Complex. Most of the flowers will be placed around the Capitol and at Lincoln Park due to the high public visibility. The remainder will be placed in beds throughout the Complex supplemented by mulch to enhance the ability to retain water.

In addition to creating a more efficient landscaping environment, Viron, our performance contractor, is in the process of auditing our water and plumbing systems. Bret Thomas, Viron Project Director, believes we can achieve a 25-50% reduction in water usage by replacing older toilet fixtures with low flow units, installing electronic flushing devices and low flow faucets.

DPA will continue with its efforts to identify any other areas where water consumption can be reduced without compromising the value we provide to our customers. I invite all other state departments to voluntarily adopt similar measures as DPA. It is our hope that through effective water management and planning the State will not only survive the current conditions, but also learn to be more efficient for the years to come.

KUDOS/NOTES OF APPRECIATION

John Alonzo and the Document Solutions Group (DSG) completed a large microfilming project for the Greeley Police Department. When the records they had "filmed" were submitted to State Archives, DSG received a kudo from Lance Christensen for the "very nice filming" they did on the project.

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Good afternoon Monica (Cortez-Sangster) -

I just wanted to drop you a line and tell you good things about your people!

It is always a pleasure to deal with any of your folks, Georgia, Yvonne, and Perry. They have always been extremely helpful, courteous and professional, (as have you).

I have most recently been working with Mr. Madison on an issue with one of my employees. Perry was very helpful, got back to me right away when I left a message for him, was very creative and resourceful in his suggestions as to the different ways to handle the situation, gave me tips on how to go about things, discussed both my legal and moral obligations to this individual, and reviewed my options with regard to DPA/DFP policies. I just received a follow-up call from him asking how my meeting went and if there was anything else he could do to help or follow up on.

I very much appreciate his assistance. Supervising people and dealing with personal/personnel issues is hard enough. It's nice to know that we have such resources available to help us out.

Anyway, I just wanted to acknowledge his efforts!

Thanks.

Greg Mechem
Operations Manager, Central Collections

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Dan Fears of Mail Services received a note of thanks from Robin Dow of the Colorado Community College System.

Robin needed to get a project mailed, but was running behind. Dan waited until Robin was able to complete her task and get it ready for delivery. This could have put Dan behind for the remainder of the day, but he was more than willing to do what was necessary to help Robin.

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Lenora Lancaster of the Travel Management Program, received high praise from Gary E. Newell of the Department of Public Health and Environment. Lenora has provide their department with top-notch service.

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JANE E. NORTON
LIEUTENANT GOVERNOR

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June 4, 2003

Troy Eid
Executive Director
Department of Personnel and Administration
1600 Broadway Street, Suite 1030
Denver, CO 80202

Dear Troy,

What a pleasant surprise when I arrived at the office today, following the Cabinet meeting, to find our new drapes installed! They look fabulous and certainly spruce up our offices.

Thank you for taking such good care of us. Please pass on my thanks and gratitude to your staff for excellent customer service! We truly appreciate it.

Best Regards,

Jane Norton



Ed was presented with his award by Cindy Cline, President of the APCO Colorado Chapter.

ED BOYER NAMED APCO-NENA TECHNICIAN OF THE YEAR

DoIT Communications Services Technician Ed Boyer has been named the APCO-NENA, Colorado Chapter, Technician of the

Year. The Association of Public-Safety Communications Officers (APCO) and the National Emergency Number Association (NENA) are associations for those that work with 911 coordination. Ed was chosen for this honor because of his outstanding customer service and technical knowledge.

Ed works as the key technician in the installation of the Statewide Digital Trunked Radio network (DTR). He helps install new radio sites throughout the state and his expertise is impressive. His broad based knowledge of systems and equipment surpasses that of those often considered experts in the field.

June Employee of the Month Carol Lewis

The Division of Finance and Procurement State Buildings and Real Estate Programs' (SBREP), Carol Lewis is the June Employee of the Month. Carol's approach to design of the proposed Colorado State Penitentiary (CSP II) resulted in an estimated cost savings of \$7 million.

SBREP was asked by OSPB to review a prototype design being proposed for CSP II. Through her analysis, Carol realized that the proposed design (first used on the original Colorado State Penitentiary), incorporated unused and essentially wasted space in the areas over the housing units. Carol recommended incorporating additional beds into the unused space as a third tier of cells. This allowed DOC to increase the number of beds by 192 (from 756 to 948) without increasing the volume of the housing units and the associated structure.

Although the cost per bed is \$114,000 for the original 756 beds, the cost for the additional 192 beds is only \$83,000 per bed. The results were (1) an estimated cost savings of \$7 million to the state, (2) delivery of critically needed high custody beds sooner, and (3) potentially no need for DOC to request another high custody facility in the near future.

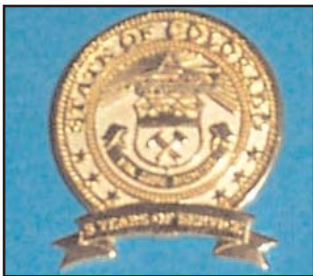
OSPB immediately agreed with Carol's recommendation and directed DOC to incorporate these changes into their proposed design. Legislation was proposed, passed by the legislature and signed by the Governor to authorize the construction.



Carol and Troy shortly after he presented her with the certificate.

Carol's work on this project was critical to achieving an estimated \$7 million in savings. Carol was responsive to OSPB and gave them just the kind of professional assistance they were looking for.

Also nominated this month: Cheri O'Bannon of DOAH because of her service as both the Safety/Security Officer and as a legal assistant in the General Services Unit; Ric Conard from Central Services for formulating a grant application to the Historical Society for the repair of the Woodward House, on short notice; Sue Huang, Travis Engelhardt, Laurie Benallo, Jan Malone, Judi Karg and Don Fowler of DHR for their efforts with Total Compensation systems; Tony Poulter from DoIT for taking on the task of fine tuning a new computer system.



SERVICE AWARDS

BY MONICA CORTEZ-SANGSTER,
MANAGER OF HUMAN
RESOURCES

Throughout the course of our employment with state government, in one fashion or another, we have been asked, "Why do you work for the State?" While each of us has a different reason, people often jump to the conclusion that it is because of the stability of government employment - when in truth it is the satisfaction each of us has in working for the people of our great State. Your dedication as a public servant does not go unnoticed, and DPA would like to recognize your years of service by presenting and awarding service pins.

The service pin is a symbol of appreciation and recognizes the commitment you have made to the State of Colorado and its citizens. DPA employees will receive service pins in 5-year increments (5, 10, 15, 20, 25, 30 years of service). Note that the pins are for total years of state service, not just time with DPA.

In the next couple of weeks, your division director will be distributing service pins. Starting next year, service pins will be distributed by the Human Resources Unit at the beginning of each fiscal year.

If you do not receive a pin and believe that your years of service have been calculated incorrectly, please contact Dianne Ferris at (303) 866-5661. Dianne will assist you in ensuring that your records in the Human Resources Unit are accurate.

MIKE WALLACE

EMPLOYEE OF THE YEAR

Mike Wallace, an employee of the Division of Finance & Procurement, is DPA's employee of the year for 2002-2003. During the Hayman Fire emergency, Mike helped fire fighters, law enforcement, and support personnel in a variety of ways. Initially, we received inquiries from local vendors interested in making donations in support of the fire fighting effort. Mike contacted emergency services agencies, arranged a meeting, and developed a process for providing donated supplies and equipment to one of the fire fighting organizations.

Mike learned that there was a shortage of hard hats at the site and many persons were wearing cloth hats that provided no protection, and on occasion actually caught fire. He knew that the Department of Transportation had several dozen unused hard hats that met all safety specifications but had logo printing errors. He received CDOT's approval to donate the hats to the emergency effort, and then personally picked them up and delivered them to the site. Mike used his own vehicle and expended a considerable amount of personal time in support of the fire fighting efforts. He showed uncommon initiative and resourcefulness.

In addition, Mike was president of the Employee Council, which sponsored four employee appreciation picnics and a



Mike was told he was headed to a meeting with Troy regarding an unhappy vendor. He was really worried when his Division Director, Richard Pennington, and Deputy Executive Director Paul Farley had come to the meeting as well. Imagine his relief when he was told he had been named Employee of the Year. Pictured from left to right: Richard, Troy, Mike and Paul.

chili cook-off, created a new line of DPA and state gear which has been popular both inside and outside of the Department, and still left the Council with over \$2000 in its account at the end of the year. Mike's leadership made the difference in reinvigorating the Council and enabling it to better serve the needs of all our employees.

Congratulations and many thanks to Mike for his service to the State of Colorado, the Department, and his co-workers.



DAVE CUNEO

NAMED CFMA

EMPLOYEE OF

THE YEAR

The Colorado Fiscal Managers Association (CFMA) is a professional organization of fiscal managers throughout the state. Each year they recognize an outstanding individual with the CFMA Employee of the Year Award and this year's recipient is DPA's own Dave Cuneo.

Dave serves as DoIT's Portfolio Manager by overseeing the Technology Management Unit's assets and technical projects. He created a system, from the ground up, that assigns priorities and tracks the progress of assets and various projects. He also conducts project audits to determine if methodologies and plans of action are working or need to be modified. The audits also provide

an indication of problems that may exist so they can be addressed immediately.

In addition to his oversight duties, Dave also serves as an invaluable resource to accountants across the state system due to his comprehensive knowledge of the COFRS system. He always maintains a positive attitude, even in very stressful situations, and works with customers until their problems are resolved.

Dave was nominated by the State Controller's Field Team (FAST). FAST team member, Bob Habekorn said, "The reason we nominated Dave is because he is very customer service oriented. Whatever he can do for people he does."

"I was very flattered to be nominated as CFMA Employee of the Year," Dave said, "and it was truly an honor to be selected. It is a great feeling to be recognized, but it is especially gratifying to receive such a prestigious award. Working with the State's knowledgeable and dedicated financial personnel and participating in CFMA has been very rewarding."

RICH HULL NAMED DPA BUDGET DIRECTOR

Former DPA Budget Director Vince Scarsbrook recently accepted a position with the Colorado Springs Utilities Company. Under his leadership the Department made great strides in improving its budgetary processes and administration. This proved to be especially important as DPA's credibility was greatly enhanced during the challenging fiscal environment of the past budget cycle. The search for a new Budget Director included a number of qualified candidates until finally ending in the selection of Rich Hull from the Governor's Office of State Planning and Budgeting (OSPB).

Rich's qualifications as Senior OSPB Analyst for DPA and Statewide Common Policies were a perfect match for this position. As such, Rich has an in-depth knowledge of DPA

operations and is well versed in the intricacies of Statewide Common Policies. His knowledge of these areas and his strong working relationships with OSPB,

JBC, and agency budget officers will help the Department continue to improve on the three C's as they relate to budget. Please join in welcoming Rich to DPA.



Rich Hull has joined the Budget and Finance Unit.



EMPLOYEE COUNCIL CORNER

BY MIKE SEXSON,
PRESIDENT DPA EMPLOYEE COUNCIL

The annual Employee Appreciation Picnics will be held in the metro area during the last week of July. Please try to attend and enjoy some summer activities with your fellow DPA employees.

North Campus, Tuesday, July 29

Lincoln Park (downtown), Wednesday, July 30

Addenbrook Park (Lakewood), Thursday, July 31

Pueblo, TBA (sometime in early September)

Your Employee Council is having two important fundraisers for the picnics; please try to support our efforts. We will be holding a used book sale on Monday, July 7 and Tuesday, July 8. We still need your unwanted books AND for you to come by and pick up a few new

ones. The sale will be held in the sub-basement conference rooms (B70 and B75) of 1525 Sherman Street, from 10 am to 4 pm both days.

In addition, we have compiled a cookbook of DPA Employees' favorite recipes, as I mentioned here last month. The books will be available in late August, but we are offering a discount for advance orders. If you order a cookbook before September 1, it will only be \$10, while orders placed after that date will cost \$12.

If you have books to donate or wish to buy a cookbook, please contact your Council representative. Thank you for your support.

2003 EMPLOYEE COUNCIL MEMBERS

Admin. Hearings/Personnel Bd.	Roslyn McMillon (Secretary)	303-764-1400
	Mercy Fischer	303-764-1400
Central Services (Pueblo)	Hallie Lee	719-545-5294
Central Services (Downtown)	Sylvia Santistevan	303-866-3970
	Kelly Tyler	303-866-2326
Central Services (North Campus)	Rene Ahl	303-866-3888
	Teddy Abad Perez	303-866-3881
Executive Director's Liaison	Paul Farley	303-866-6212
Executive Office	Laura Blake	303-866-4223
Finance and Procurement	Mike Wallace	303-866-6143
	Mike Sexson (President)	303-866-6552
Human Resources	Judi Karg (Vice-President)	303-866-2391
	Vicki Bottenberg	303-866-4220
Information Technologies (TMU)	Cathy Buckles	303-866-6356
	Jill Vaughn (Treasurer)	303-866-6119
Information Technologies (Data Center)	Celestine Bryant	303-239-4359
Information Technologies (Telecom)	Susan Perez	303-866-2913

REMEMBER THE TOMALAMO!

BY PAUL FARLEY

I had to go to the western slope the same week the Mother-Of -All- Potholes opened up in the middle of I-70, and for awhile traffic was diverted down and around through Leadville. I then started to think (as sometimes happens with me) about the legendary Tomato Wars that used to be waged just a few miles farther south.

A decade ago, a couple hundred combatants would square off every fall to do battle with rotten fruit (or are they vegetables?) near the village of Twin Lakes. The Texans defended the "Tomalamo" against Coloradan attacks while protestors from SPOT ("Society for the Protection of Overripe Tomatoes") chanted "Hell, no, we won't throw!" Only in America.

In fairness, since much of central Colorado was actually once a part of Texas, the invaders were just fighting for their ancestral homeland. In 1803, Napoleon sold all of the area drained by the Mississippi River to the United States, in what is known as the Louisiana Purchase. This all sounds well and good until you realize that no one actually knew what area was drained by the Mississippi – France didn't really know what it was selling, nor did the United States really know what it was buying.

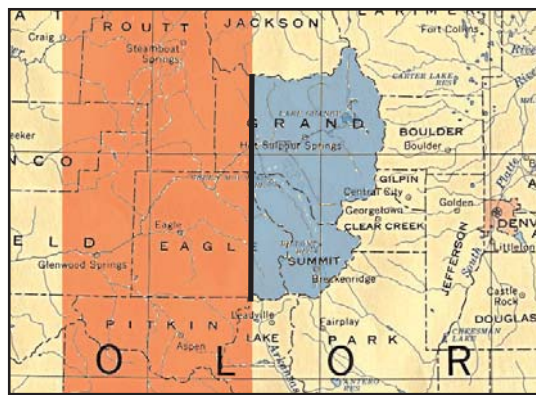
President Jefferson sent two expeditions to find out: Lewis and Clark went up the Missouri River, Zebulon Pike searched for the headwaters of the Red River (today's boundary between Texas and Oklahoma), which is the last major river to flow into the Mississippi. Pike never found the Red River, so the issue remained unresolved.

In the Treaty of 1819, the United States and Spain agreed that the border would follow the Arkansas River to its headwaters, and from there in a straight line to the 42nd parallel (if you look at a map of the United States, this is the line that forms the northern borders of California, Nevada, and Utah). It certainly sounded good in theory, but there were two problems: first, no one knew where the headwaters were, and second, west of Leadville the Arkansas emerges from at least three different streams, any one of which could be claimed to be the source. So the line to the 42nd parallel could be argued to fall anywhere in a 14½ mile range, depending on which stream you chose.

When the Republic of Texas declared its independence from Mexico in 1836, it claimed everything on its side of the Rio Grande, clear to its headwaters in the San Juan mountains east of Silverton, and then up to the 42nd parallel. That is, the flag of Texas flew over places such as Lake City, Gunnison, Crested Butte, Aspen, Glenwood

Springs, Steamboat Springs, and even Rawlins, Wyoming, before the American flag ever did. In 1845 Texas joined the United States, and in 1850 the U.S. agreed to pay Texas \$50 million for its northwestern territories. Subsequently, the Colorado Territory was established, and was admitted as the 38th State in 1876. You would have thought that settled everything, but you would be wrong.

Over the years, questions were raised about a small oval west of the Continental Divide (and therefore outside of the Louisiana Purchase) and east of the Arkansas River headwater line, known as the "Colorado Enclave." Some claimed that this area – some 90 miles long and 30 miles wide, encompassing eastern Grand County and most of Summit County, including the towns of Granby, Frisco, and Breckenridge – had been overlooked. The Breckenridge Women's Club took up the cause and held an



Areas formerly part of Texas (left),
and the Colorado Enclave (right).

"official" ceremony at the Summit County Courthouse on August 8, 1936. Governor Edwin C. Johnson raised an American flag and broadly sweeping with his hand, declared, "In the name of the United States, I proclaim this land United States soil." Governor Johnson went on to characterize Napoleon as "a great soldier, but a poor salesman," who "doubtless flattered himself that he had driven a shrewd bargain with the fledgling United States of America." The Colorado Enclave is still celebrated

there each August, and also explains the town's nickname of "The Kingdom of Breckenridge."

Additional information drawn from Ronald L. Ives, "The Colorado No-Man's-Land," Colorado Magazine, vol. 24, no. 2 (March 1947), pp. 66-73; "Colorado 'Forgotten Empire' is Officially Annexed by U.S.," The Denver Post (August 9, 1936), p. #7; and "Most Texans Stay Away, Still Win Tomato War," Rocky Mountain News (September 24, 1989), p. 34.

THIS AND THAT:

- Because Texas was a separate independent country, it joined the United States through a treaty rather than as a result of purchase or conquest. Under the treaty, Texas can at any time choose to divide itself into five States to increase its congressional representation.
- In the late 17th century British sailors visiting China got hooked on a sauce made of a mixture of pickled fish brine, herbs, and spices, and took some home, calling it by the Chinese word for sauce, "ke-tsiap." English cooks experimented with variations made with plums, mushrooms, walnuts, oysters, and eventually tomatoes. Although the term can apply to any similar spicy or vinegar-based sauce, tomato "ketchup" (or "catsup," both are equally correct) is now the most common. Richard Nixon liked to put it on *cottage cheese*.